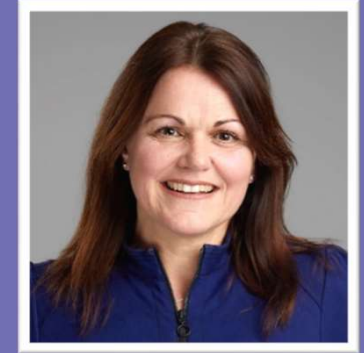


# Bidcorp UK gender pay gap report 2023





# Foreword

Welcome to Bidcorp UK's Gender Pay Gap Report for April 2023. Bidcorp UK works within the warehousing and distribution sector where female representation continues to be traditionally low. Against this backdrop, we have implemented a variety of activities in the last 12 months that aim to attract, promote and retain a progressively diverse workforce. Further details are included in our "taking action" section.

We are pleased with the progress shown in the figures so far.

Our legal entities are:

- BFS Group Limited trading as Bidfood
- 3663 Transport Limited
- Bidfresh Limited

I can confirm that the information contained in this report is accurate.

**Heather Angus**

**People & Sustainability Director**

# Gender pay gap reporting definitions

**Gender pay gap legislation** was introduced to encourage employers to focus on the differences in male and female pay across organisations regardless of job role. The legislation is applicable to employers who have more than 250 employees and has been introduced to support the government's objective to reduce the gender pay gap in a single generation.

**Gender pay gap and equal pay** are different measures.

**The gender pay gap** measures the difference in pay between men and women in an organization, regardless of seniority.

**Equal pay** deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

**The median** represents the midpoint of a data set where the data has been sorted from lowest to highest.

**The median gender pay gap** is the difference between the median hourly pay for men and the median hourly pay for women, expressed as a percentage of male pay.

**The median bonus gender pay gap** is the difference between the mid-point bonuses paid to men and women in the 12 months leading to April 2022 expressed as a percentage of the mid-point bonus received by men during that period.

**The mean** represents the average figure of a data set, where the sum of all the data is divided by the number of pieces of data in the set.

**The mean gender pay gap** is the difference in the average hourly pay men and the average hourly pay for women when expressed as a percentage of male pay.

**The mean bonus gender pay gap** is the difference in the average bonuses paid to men and women in the 12 months leading to April 2022 expressed as a percentage of the average bonus received by men during that period.

Where mean or median figures are positive, it shows that men are paid more than women. Where mean or median figures are negative, it shows that women are paid more than men.

**Quartiles** are calculated by sorting the rates of pay for all employees across the business from lowest to highest, then splitting the data set into four equal sized groups and calculating the percentage of men and women in each group.

The quartiles (from lowest to highest) are called **Q1, Q2, Q3 and Q4** where Q1 is the lower quartile, Q2 is the lower middle quartile, Q3 is the upper middle quartile and Q4 is the upper quartile.





# Bidfood gender pay gap figures 2023

**Mean pay gap**  
**-3.96%**  
Women paid more than men  
(Last year -6.16%)

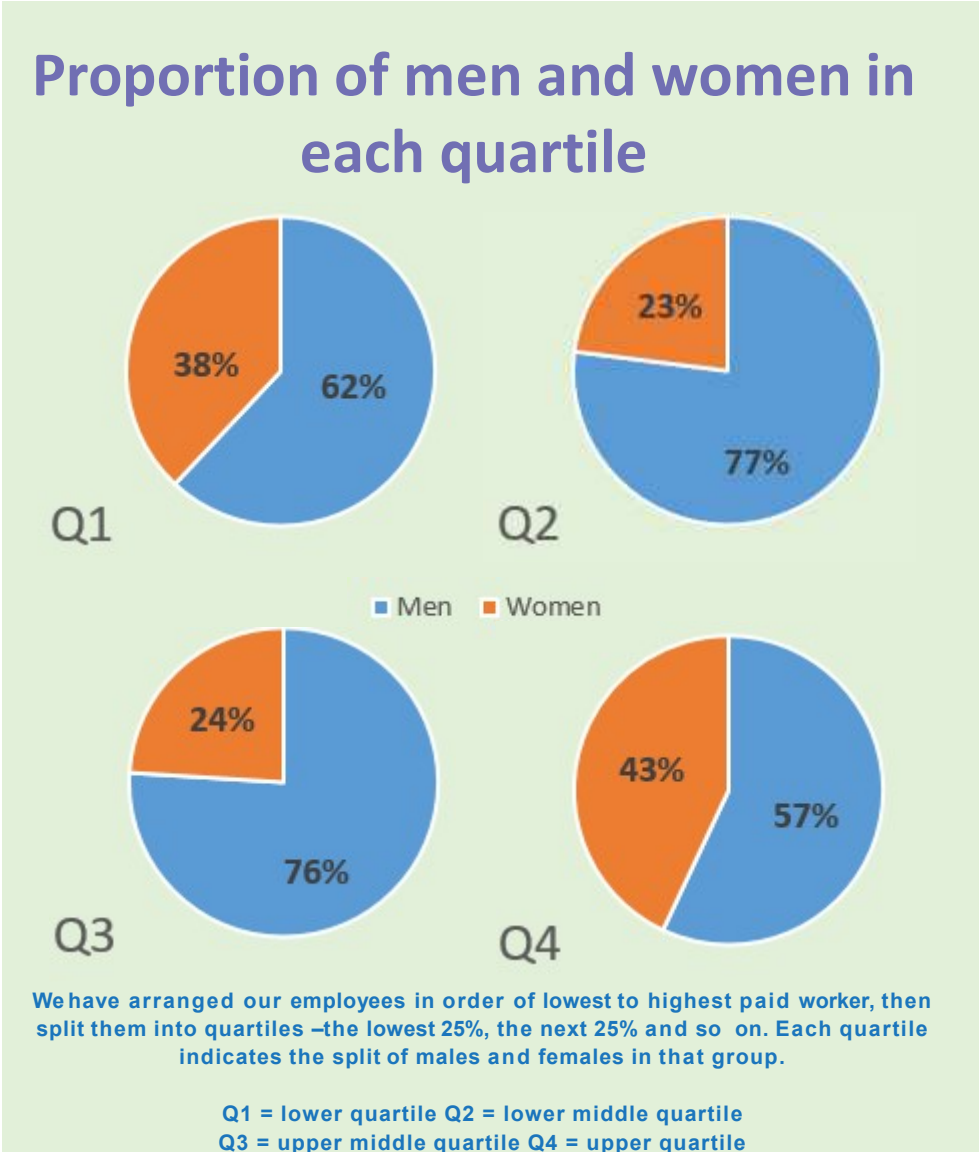
**Median pay gap**  
**-1.92%**  
Women paid more than men  
(Last year -7.49%)

**Mean bonus pay gap**  
**-36.90%**  
Women paid more than men  
(Last year -36.53%)

**Median bonus pay gap**  
**-406.62%**  
Women paid more than men  
(Last year -56.00%)

**44.68% of men received bonus pay**  
(Last year 85.29%)\*

**56.50% of women received bonus pay**  
(Last year 75.60%)\*



\* Increase due to the implementation of an attendance incentive



# 3663 Transport gender pay gap figures 2023

**Mean pay gap**  
**-1.51%**  
 Women paid more than men  
 (Last year 0.43%)

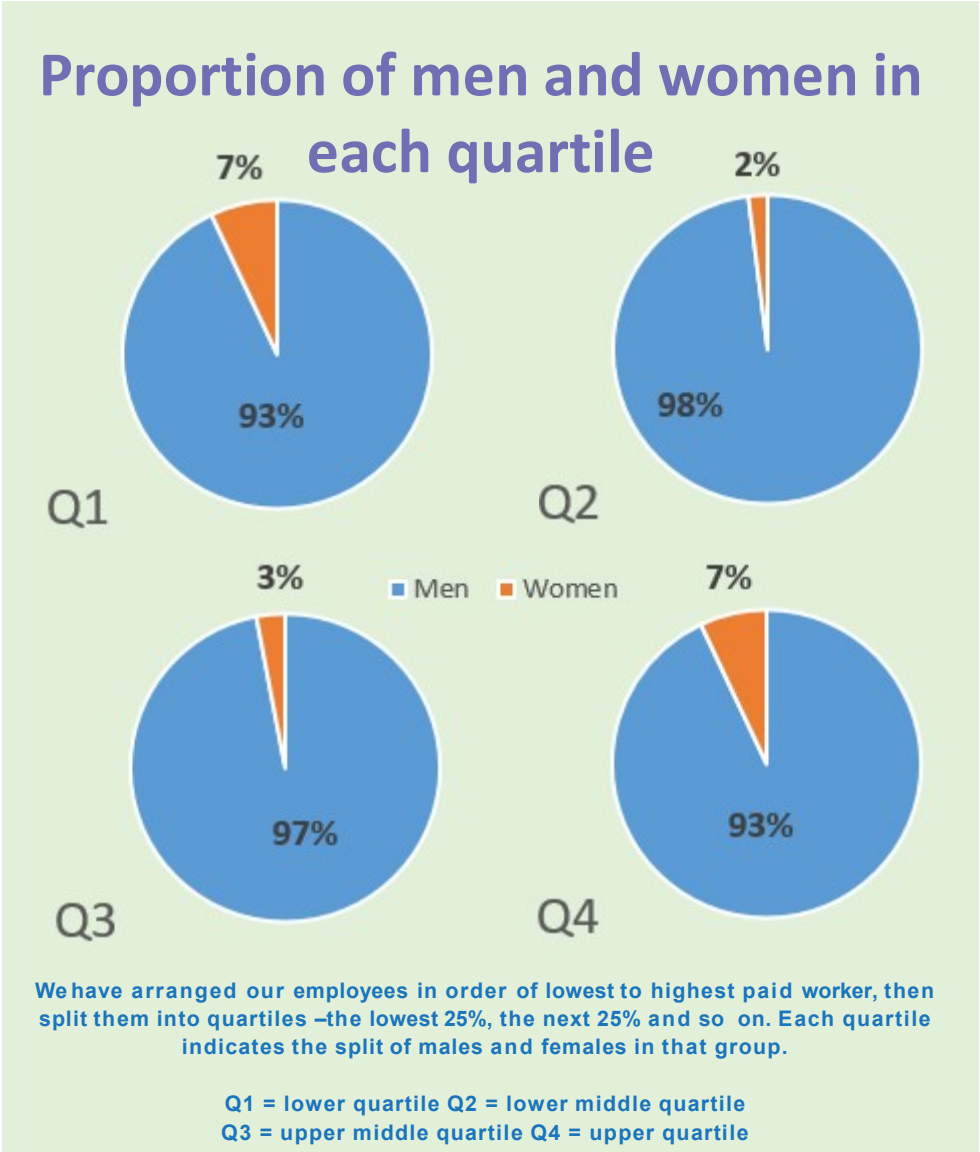
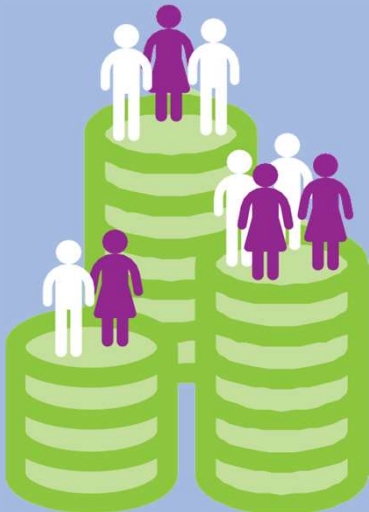
**Median pay gap**  
**-4.06%**  
 Women paid more than men  
 (Last year 3.11%)

**Mean bonus pay gap**  
**-149.29%**  
 Women paid more than men  
 (Last year -0.92%)

**Median bonus pay gap**  
**-200.00%**  
 Women paid more than men  
 (Last year 0.00%)

**28.32% of men received bonus pay**  
 (Last year 89.19%)\*

**23.17% of women received bonus pay**  
 (Last year 70.27%)\*



\* Increase due to the implementation of an attendance incentive





# Bidfresh gender pay gap figures 2023

**Mean pay gap**  
**-1.44%**  
 Women paid more than men  
 (Last year -6.78%)

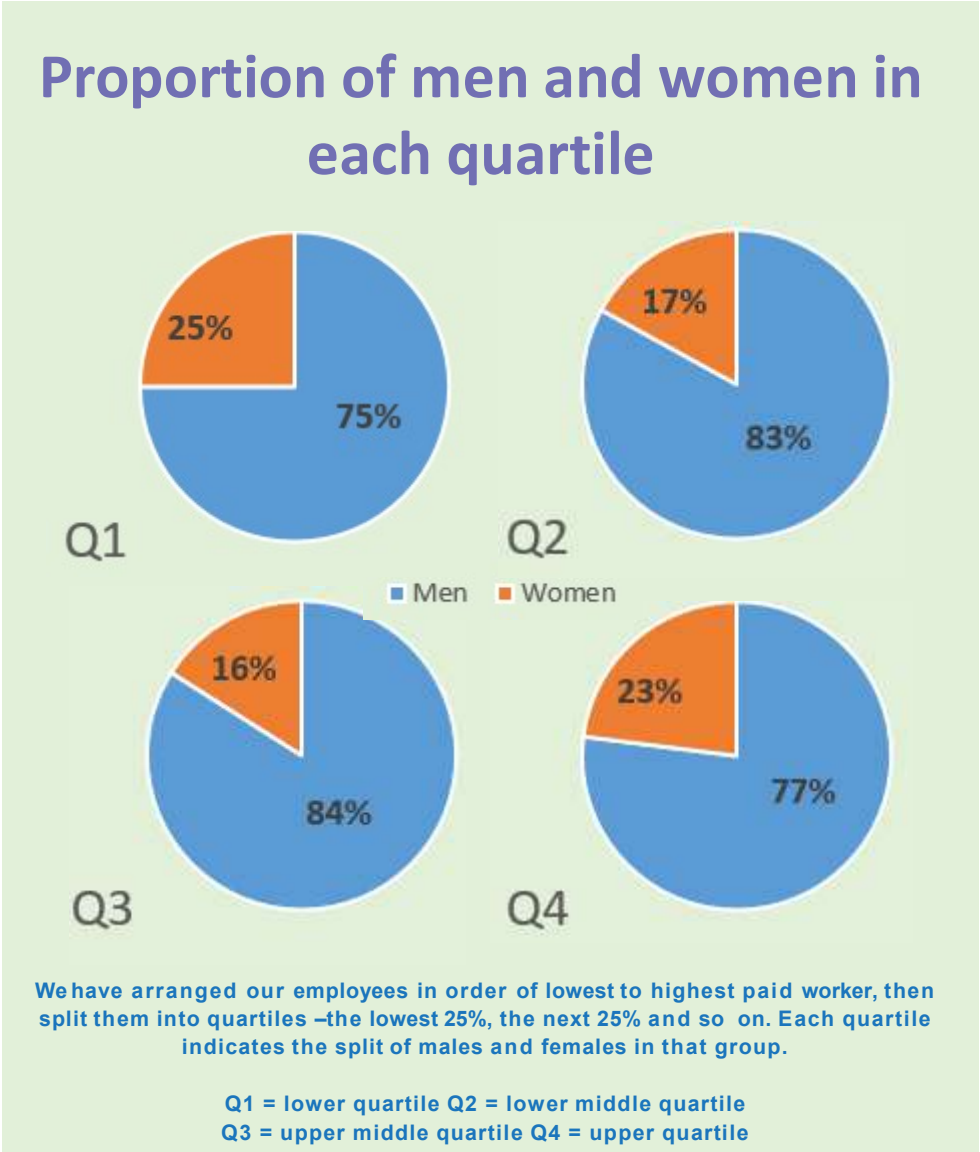
**Median pay gap**  
**1.02%**  
 Men paid more than women  
 (Last year 0.00%)

**Mean bonus pay gap**  
**-49.54%**  
 Women paid more than men  
 (Last year -25.49%)

**Median bonus pay gap**  
**-32.52%**  
 Women paid more than men  
 (Last year 16.67%)

**53.50% of men received bonus pay**  
 (Last year 46.57%)

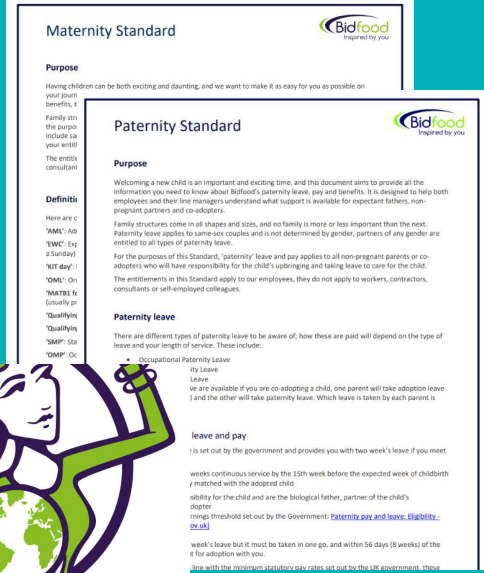
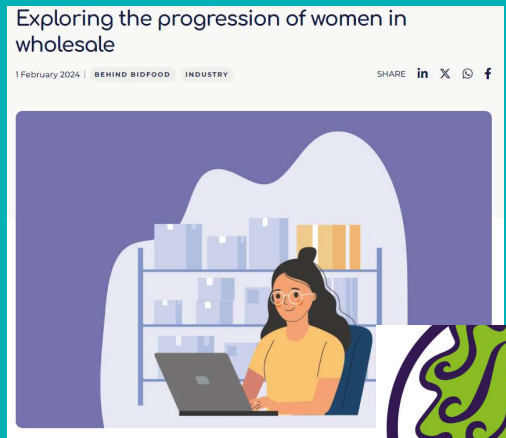
**54.96% of women received bonus pay**  
 (Last year 37.61%)



# Understanding the gender pay gap and taking action to close it

We're committed to gender equality in our business and continue to take action to improve it. Some of these activities include:

- Updating our family leave benefits including increasing paid maternity leave to 26 weeks' full pay for employees with five years' service, and a minimum of six weeks' full pay available from day one, paid paternity leave increased to two weeks' full pay with two years' service and a minimum of one week's full pay available from day one.
- Promoting International Women's Day by Sharing a blog which explored the progression of women in wholesale
- Our applicant tracking system is now live across the business and we have a suite of ED&I data which gives us visibility of the number of female vs male applications going through to shortlist and offer



- We are showcasing a mix of role-holders through our new career site, including a female Driver, and giving a good representation of female employees within our business
- Encouraging our recruiting managers to advertise salaries or salary ranges on job adverts
- Continuing our work as a corporate sponsor of Catalyse Change, a social enterprise that aims to equip girls and young women with the confidence and skills for 'healthy, happy and green' communities, careers and planet.

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